

eBENEFITS



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- Complete benefits integration.
- Single, easy-to-use point of entry.
- Reduced benefits administration costs.

Your organization's benefits package is a strategic tool for attracting, retaining, and motivating key employees. Many organizations already provide self-service tools that enable their employees to make benefits elections in a paperless environment. Oracle's PeopleSoft Enterprise collaborative applications for HRMS take the self-service concept one step further—they give employees the information they need to make well-informed decisions that maximize the value of their benefits program.

An Integrated Benefits Solution

You and your employees will have a single, easy-to-use point of entry into a fully integrated suite of self-service benefits applications and information. Oracle's PeopleSoft Enterprise eBenefits meets all your benefits needs—automating many of the administrative tasks related to benefits and decreasing the need to create and maintain customized carrier interfaces and integrations.

eBenefits Self-Service Highlights

eBenefits delivers the following self-service functionality:

- **Homepage.** Employees access their benefit programs to review their current benefits and make allowable changes. This page displays the benefits summary and available enrollment events for an employee.
- **Enrollment pages.** Employees communicate their benefit choices to their organization during open enrollment or after a life event. This includes benefit elections, validations, confirmation statements, and other related content. (Requires Oracle's PeopleSoft Enterprise Benefits Administration.)
- **Health pages.** Users view their health benefits on summary-level pages and then navigate to more detailed information by clicking the appropriate plan links. They can view information about health plan elections for themselves and their dependents.
- **Savings pages.** Users review savings plan elections for themselves and their beneficiaries and make changes to contribution rates and investment and beneficiary allocations. They can navigate to more detailed information by clicking the appropriate plan links.
- **Insurance pages.** Life, accidental death and dismemberment (AD&D), and disability insurance elections display on summary-level pages. Users can navigate to more detailed information by clicking the appropriate plan links.
- **Dependents/beneficiaries pages.** Users can view benefit elections for dependents and beneficiaries, make changes to these elections, and update dependent and beneficiary personal data. Optional validations ensure accuracy.

- **Flexible spending accounts (FSA) pages.** FSA benefit elections and claims history display on summary-level pages and enable users to navigate to more detailed information about FSA plan elections, claim history details, and claim reimbursement activity. (Requires Oracle's PeopleSoft Enterprise Flexible Spending Accounts Administration.)
- **Benefits Summary.** Employees can view their benefits plan summary online, including plan description and coverage.
- **Life event pages.** Roadmaps guide users through required and optional steps to process life events—such as birth and marriage—according to the procedures of your organization. This process is configurable to allow management of a life event through the recording of benefit enrollment changes.
- **Estimate pension pages.** Users can calculate and view their pension benefit estimates based on user-defined retirement dates. (Requires Oracle's PeopleSoft Enterprise Pension Administration.)

Empower Users to Manage Work and Life Events

Each PeopleSoft Enterprise collaborative application includes the robust functionality of Activity Guides, providing customer-defined events to support complete end-to-end business processes. Any business process can be graphically outlined using the Activity Guide tool to create an event to walk the user through the steps to complete the process. You can specify each step within an event as optional or required, structure each in priority order, and have them launch workflow and approval routing within and beyond the enterprise boundaries.

Industry-Leading Suppliers

Oracle's PeopleSoft Enterprise eBenefits integration leverages content from other suppliers:

- **Links to benefit plan providers.** Access for employees to their specific coverage information, plan details, and information on deductible status.
- **Benefits consolidators.** Management of post-enrollment relationships with each of your health and welfare providers. By consolidating the exchange of enrollment, eligibility, and financial information through one interface, they provide a streamlined process for benefits maintenance.

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